

# MANAGEMENT NOTICE

## American Embassy Ouagadougou

**To: All Mission Personnel**

**NUMBER: 047/2012**

**DATE: May 14, 2012**

**SUBJECT: VACANCY ANNOUNCEMENT- VA# 12/019**

**OPEN TO:** [All Interested Candidates](#)

**POSITION:** Senior Development Specialist: – FSN 12 - \*FP 03

**OPENING DATE:** May 14, 2012

**CLOSING DATE:** May 29, 2012

**POSITION NUMBER:** PSA-100492

**WORK HOURS:** Full-time (40 hours per week)

**SALARY:** \*Ordinarily Resident (OR): CFA 13,319,201 p.a. (Starting Salary)  
(**Position Grade:** FSN-12-Full Performance)  
\*Not-Ordinarily Resident (NOR)  
(**Position Grade:** FP-03 *will be confirmed by Washington*)

ALL ORDINARILY RESIDENT APPLICANTS (*See Appendix A*) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Ouagadougou is seeking an individual for the position of **Senior Development Specialist** in the office of the **Millennium Challenge Corporation (MCC)**.

### **BASIC FUNCTION OF POSITION**

This position is located in the office of the Millennium Challenge Corporation (MCC) within the U.S. Embassy, Ouagadougou. The MCC is a U.S. Government Agency whose mission is to provide assistance that will support economic growth and poverty reduction in carefully selected developing countries that demonstrate a commitment to just and democratic governance, economic freedom, and investments in people. MCC is an innovative, partnership-based approach to development assistance involving substantial resources and a high degree of consultation with a sharp focus on achieving measurable results. The Senior Development Specialist (SDS) serves as the senior FSN specialist and project implementation expert within the Millennium Challenge Corporation Burkina Faso team. She/he will develop, implement and manage a wide range of technical project activities, policy positions, budget and fiscal oversight, program planning and other complex issues related to the host country-led development program.

## **QUALIFICATIONS REQUIRED**

*All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.*

### **1. Education**

Master Degree in Economic Development, Agriculture Development, Business, Civil Engineering or similar degree is required.

### **2. Prior Work Experience Job Knowledge**

Ten or more years of work experience is required in the field of economic and social development, preferably including experience collaborating with international organizations, local or international NGOs, Foreign Governments and Investors on large-scale infrastructure development projects is required.

### **3. Language Proficiency**

Level 4 - Fluency Writing, Reading and Speaking French is required.

Level 3 – Good Working Knowledge Writing, Reading and Speaking English is required.

**English language skills will be tested.**

### **4. Knowledge**

Must have significant experience in negotiating and managing complex activities in a team environment.

### **5. Skills, and Abilities**

The ability to prepare and maintain financial, budgetary, economic, and/or technical analyses and evaluations in the framework of project management. Must have demonstrated ability to communicate effectively, both orally and in writing, plus the ability to develop and maintain and engage a broad range of contacts in the public and private sectors as well as within key government officials. Data management and analysis skills, including computer literacy with experience in the design and use of spreadsheets, basic database functions, word processing, MS project and Outlook is required.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

## TO APPLY

**A) - Required forms:** Interested applicants for this position must submit the following, or the application will not be considered:

1. New form: Application for Employment as a Locally Employed Staff or Family Member –DS-174 **completed in English** (available on the Embassy Web site and at S/C.A.C west side entrance of the Embassy), **and**
2. A current resume or curriculum vitae **in English** that provides the same information as a DS-174; **plus**
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.

**B) - Required documentation/attachments:** 1). photocopies of attestations/certificates of work, service, trainings; essays. 2). photocopies of diplomas, degrees, awards earned that address the qualification requirements of the position as listed above.

### Note:

- Applicants should retain original copies of all documentation which accompanies their applications for their records.
- All applications **must** be submitted in English.
- All applications that are not completed in English will not be considered.
- All applications received after the deadline will not be considered.
- All applications **must** be for an open/advertized position.
- Only shortlisted applicants will be contacted.

## SUBMIT APPLICATION TO

U.S. Embassy Ouagadougou  
Attn: Human Resources Officer  
Application for **Senior Development Specialist, VA# 12/019**  
01 B.P. 35 Ouagadougou 01,  
Secteur 15, Ouaga 2000  
Avenue Sembene Ousmane, Rue 15.873  
E-mail: [HROouaga@state.gov](mailto:HROouaga@state.gov)  
Phone: (226) 50-49-53-00  
Fax: (226) 50.49.56.28  
Burkina Faso

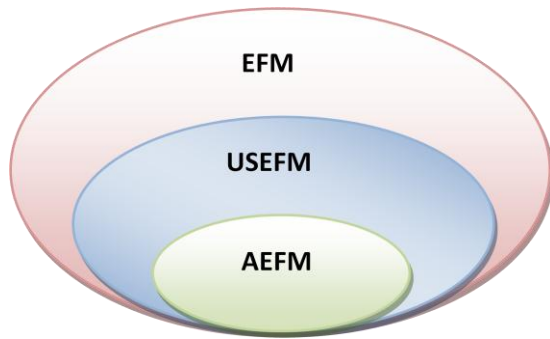
**ALL APPLICATIONS MUST BE RECEIVED AT THE EMBASSY  
NO LATER THAN MAY 29, 2012 AT 5:00 P.M.**

The U.S. Mission in Ouagadougou, Burkina Faso provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Drafted by: HRA–RWKaboré \_\_\_\_\_  
Cleared by: HRO – CAFagan \_\_\_\_\_  
Cleared by: DRCD – MGlenn \_\_\_\_\_  
Approved by: MGMT \_\_\_\_\_/s/SCN \_\_\_\_\_

## ***Appendix A*** ***DEFINITIONS***



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- *Is a* U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- *Is* listed on the travel orders *or approved Form OF-126, Foreign Service Residence and Dependency Report*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (*AIT*), and who is under chief of mission authority; and
- *Is* residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

## **Appendix B**

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

### **Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (*Yes or No*)
- J. Special Accommodations the Mission needs to provide (*Yes or No; if yes, provide explanation*)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References